

EXHIBIT 117

Message

From: Nakeba Rahming [NRahming@doe.k12.ga.us]
Sent: 6/24/2016 2:35:32 PM
To: Keith, Clara [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=0ffb3157e4484950936a3f23cbb91f61-clara.keith]
Subject: Therapeutic Supports
Attachments: Overview of Clinical Staff and Therapeutic Services for GNETS.pdf; Clinical Staff for Therapeutic Supports in GNETS.pdf

Here are my docs. I will call to discuss feedback. I opened your document and will review it today.

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"Educating Georgia's Future"



Reviews for clinical staff within a therapeutic setting to serve students

In an effort to validate the decisions around GNETS provision of therapeutic services for students, a comprehensive review of other identified therapeutic schools were researched. These schools were researched to identify the staff needed to ensure opportunities for therapeutic supports would be provided for children as expected. The programs reviewed and the makeup of their clinical staff serve as a basis to compare the makeup of the clinical staff at each of the 24 GNETS programs. Based on this comparison, it was determined whether or not identified GNETS programs were staffed to provide therapeutic/behavioral services to students with significant Emotional/Behavioral needs like other therapeutic programs.

Information was triangulated from the GNETS Grant Applications, GNETS Directors Interviews and other Therapeutic programs.

Site 1: Renton Academy, Renton School District (WA)

- Renton Academy has 42 students with **10 clinical staff members and 1 consultant** (ratio of 1:4) and serves students with emotional and behavioral difficulties.
 - o 1 School Counselor
 - o 1 School Psychologist (.4)
 - o 2 Mental Health Specialists
 - o 6 Behavior Technicians
 - o 1 Consulting Psychiatrist (6 hours a month)

Site 2: Safe Haven Schools, Therapeutic Day School (IL)

- Safe Haven, Northfield Campus has **6 clinical staff members** and serves students with emotional and learning disabilities as well as autism.
 - o 4 Clinical Case Managers- Licensed Clinical Social Workers (LSCW)
 - o 2 Art Therapist

Site 3: Leeway School for Educational Therapy (CA). This is private school but very similar to GNETS programs in regards to student placement, some aspects of funding, and student numbers.

- Leeway school has 75 students with **3 full time clinical staff**
 - o 3 full-time school psychologist (ratio of 1:25)
 - o 1 part-time
 - Speech/Language Therapist
 - Hearing Specialist

Please see the attached document with an overview of clinical staff serving each GNETS program for the 2015-2016 school year.

6/20/2016

Analysis of Clinical Staff available to provide direct therapeutic/behavior support to students in GNETS Programs

Fiscal Agent	Site	All Clinical Staff	LEA Funded clinical staff	Contracted Clinical Staff	Total Students Served	Ratio Staff:Student	Clinical Support	Directors Interviews 6/16/16
RESA	Burwell	3.5 (2 FT School Psychologist, 1 FT SSW, PT Psychologist)	0.5		298	1 to 85	Concerning	Contracting a part-time clinical psychologist
RESA	Cedarwood Program	0	0	3 (1 BCBA Consultant and 2 therapists all for ASD classes at Tomball County)	141	0 to 141	Very Concerning	Did not have the funding to provide additional clinical staff
RESA	Coastal Academy	3	1 Nurse	1 BCBA for ASD/ 1 Counselor/1 Therapist	222	1 to 40	Ok	
RESA	Coastal Georgia Comprehensive	6	0	1 Psychiatrist	240	1 to 40	Ok	
LEA	Dekalb-Rockdale	6	2		294	1 to 49	Ok	
LEA	Elam Alexander	7.5 (1 FT and PT Psychologist, 5 SSW, 1 Nurse)	0	1 Psychiatrist/ 1 dance instructor	587	1 to 65	Concerning	Would like to add more clinical staff but feels that the staff
LEA	Flint Area Learning	2	0		71	1 to 36	Ok	
RESA	Futures Program	5	0		156	1 to 31	Ok	
RESA	Harrell Learning	2	0		114	1 to 57	Ok	
	H.A.V.E.N	6.5	0.88		345	1 to 53	Ok	
LEA	Heartland	2 (1 SSW, 1 Behavior Specialist)	0		164	1 to 82	Concerning	Did not have the funding to provide
LEA	Horizon	6.5	0	1 Art Therapist	200	1 to 31	Ok	
RESA	Mainstay	7.5	1		250	1 to 33	Ok	
RESA	North Metro	13	0	1 psychiatrist/ 1 BCBA	472	1 to 36	Ok	
RESA	Northstar	2	2	2 trainers	121	1 to 60	Ok	

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LEA	Northwest	C	0	0	0	512 0 to 312	Very Concerning	Most of the classes are school-based and students receive services from clinical staff on those campuses.
RESA	Oak Tree	3	0	0	0	125 1 to 42	Ok	
RESA	Oconee	2.5	0	0	0	114 1 to 47	Ok	
LEA	Pathways	4	4	0	0	133 1 to 33	Ok	
RESA	River Quest	2.25	2.25	0	0	66 1 to 29	Great	Mirrors other therapeutic models
RESA	Rutland	1 (Therapy Coach)	0	0	0	187 1 to 187	Very Concerning	Did not have the funding to provide additional clinical staff
LEA	Sand Hills	1 (SSW/1 Aide)	0	0	0	112 1 to 112	Very Concerning	Did not have the funding to provide additional clinical staff
LEA	South Metro	12	12	1	1	284 1 to 24	Great	Mirrors other therapeutic models
LEA	Woodall	4	1	2 BCBA/1 SSW	72 1 to 18	Great	Great	Mirrors other therapeutic models
ALL	Programs	87.25	25.63	15	5080	1 to 43	Ok	Not good enough
			4%					In general discussion with the group,

National Requirements for Staff:Student Ratios

National Association of School Psychologist: 1 to 500 - 700

National Association of School Social Workers: 1 to 250 and 1:50 when providing services for students with intensive needs.

American School Counselor Association: 1 to 250

American Association of School Nurses: 1 to 750

GNETS Programs:

with 1: 86 and above ratios were marked as very concerning.

with 1: 61 to 85 ratios were marked as ~~concerning~~.

with 1: 30 to 60 Ratio or lower was marked okay.

with 1: 1 to 29 ratios were marked as ~~great~~.

Analysis of Clinical Staff available to provide direct therapeutic/behavior support to students in GNETS Programs

Reviewed Therapeutic Programs Staff-Student Ratios

Renton Academy 1:4

Leeway Schools 1:22

Compared to other therapeutic models, many of the GNETS programs are operating below the expected student clinical staff ratio for therapeutic services. Some of the programs are therefore challenged in providing the recommended amount of therapeutic supports to facilitate optimal turn around in students' behaviors.

Education Departments, Mental Health Agencies and Private Therapist Caseloads

Maine Department of Education Requirements are 50 students per FTE of a therapist

Gerogia Department of Education Requirments for SLP - 55 students

Ohio Department of Education recommendations for School

Psychologist - 75 students

Reccomendations in the literature for private therapist were between 28-35 patients

Digging deeper some of the expected clinical services are being provided by non-credentialed personnel trained by GNETS and/or credentialed in another without formal training or certification to deliver counseling services.

Additionally, they want to provide therapeutic services, but by pass the quality of services provided. The major reason for using non-credentialed and under qualified staff are that it is most cost effective or it is all the program can afford due to budget limitations. During the discussion with the large group, it was evident that quantity over quality is a concern that will continue for GNETS as well as some LEAs.